



Employee Benefits Summary

The City offers a comprehensive benefits package to full-time classified and management employees. Part-time employees may be eligible for select benefits where defined.

Healthcare

The City offers medical, dental and vision insurance benefits to eligible full-time employees and their families. Employee's contribute a portion of the medical premiums and are responsible for the dental and vision premiums. Healthcare benefits are optional.

Group Insurance

The City provides life insurance for full-time employees at 1-times the employee's base annual salary and short-term disability insurance at no cost to the employee.

Retirement

Arizona State Retirement System (ASRS)

The City participates in ASRS. Employees scheduled to work 20 hours or more each week for 20 or more weeks per year are required to participate. Effective 7/1/20, the employee contribution rate for ASRS is 12.22% of gross earnings (12.04% for retirement benefits and .18% for long-term disability insurance). The City matches employee contributions. Contribution rates are subject to change each plan year based on actuarial studies by ASRS.

Public Safety Personnel Retirement System (PSPRS)

The City participates in PSPRS. Sworn Police Officers and Firefighters scheduled to work 40 hours per week are required to participate. The employee contribution rates are based on Tier placement, which is determined by date of entry into PSPRS system. Effective 7/1/20, based on the Tier, the City contributes up to 33.82% for Police and up to 25.30% for Fire. Contribution rates are subject to change each plan year based on actuarial studies by PSPRS.

457(b) Deferred Compensation Retirement Savings

All paid City employees are eligible to participate in a voluntary 457(b) deferred compensation plan. Contributions are pre-tax and invested at the direction of the employee. The City does not contribute funds to this plan.

Paid Leave

Vacation

Full-time employees regularly scheduled 40 hours/week accrue 96 hours/year. Full-time employees regularly scheduled 2990 hours/year accrue 134 hours/year. Part-time classified employees may receive pro-rated vacation. The accrual schedule increases at the beginning of the 3rd year of continuous employment.

Holiday

Full-time employees receive 100 hours/year, pro-rated during the 1st year of employment based on the holiday schedule. Part-time classified employees working 30-39 hours/week may receive pro-rated holiday hours.

Sick Leave

Full-time employees regularly scheduled 40 hours/week accrue 3.70 hours per pay period. Full-time employees regularly scheduled 2990 hours/year accrue 5.18 hours per pay period. Part-time classified employees may receive pro-rated sick leave.



Employee Benefits Summary (Temporary, Seasonal & Reserve Positions)

457(b) Deferred Compensation Retirement Savings

All paid City employees are eligible to participate in a voluntary 457(b) deferred compensation plan. Contributions are pre-tax and invested at the direction of the employee. The City does not contribute funds to this plan.

Arizona State Retirement System (ASRS)

ASRS eligibility is defined by the State. Participation is mandatory for employees deemed eligible. ASRS defines eligibility as employees scheduled to work 20 hours or more each week for 20 or more weeks per year. Effective 7/1/20, the employee contribution rate for ASRS is 12.22% of gross earnings (12.04% for retirement benefits and .18% for long-term disability insurance). The City matches employee contributions. Contribution rates are subject to change each plan year based on actuarial studies by ASRS.

Sick Leave

Temporary, seasonal, and reserve employees accrue 1 hour of sick time for every 30 hours worked.

*Additional benefit information is located at: [buckeyeaz.gov/human resources/employment](http://buckeyeaz.gov/human%20resources/employment).
The Benefits Summary is not an all-inclusive list and is subject to change at any time.*